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# CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — Oct.-Nov. 1998 # 172

# RANK AND FILE MEMBERS HOLD THE POWER

We're finally down to the wire.

On Nov. 2 the Election Officer will mail 1.4 million ballots to Teamsters across North America, and on Dec. 3 the counting will begin.

We know who the fat cats want to lead our union. Junior Hoffa is their front man. But rank and file Teamsters will determine the future of our union. And our choice is clear.

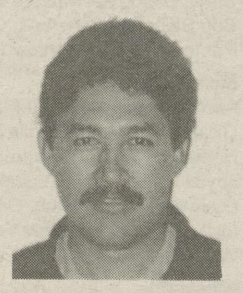
Tom Leedham is a reform leader with a plan to build a strong and united union that will take us into the next century.

But we can't win unless we turn out a large reform vote.

- Encourage your coworkers — even those tired of the long election process — to vote for the Tom Leedham Rank & File Power slate.
- Talk to other members about the issues. Teamsters have heard from Hoffa for five years now. They can read what Leedham has to say about his plans for building Rank & File Power in an interview in this issue. See page 8.
- Get involved in the campaign to get out the reform vote. Teamster members have made this the most grassroots campaign in Teamster history. See page 5 for ideas on what you can do in your area.
- Attend the TDU Rank & File Convention, Nov. 6-8 in Milwaukee. This is where we'll all come together to plan our final campaign push and chart what's ahead for the next administration. See pages 6-7 for more information.

**Why is Hoffa wearing a chicken suit?**
**See back page.**

## JOIN TDU



*"At USA Waste, TDU helped us learn our rights. We organized and won record wage increases in our last contract.*

*"The company responded by throwing TDU members out of their parking lot whenever we campaigned for Tom Leedham—until the Election Officer ruled in favor of our protest.*

*"My company knows that TDU helps Teamsters learn their rights and build power on the job, so they don't like it. But the members do, and that's why we joined TDU. You should too!"*

***—Ernesto Perez, Local 396, USA Waste, Los Angeles***

**TDU MEMBERSHIP APPLICATION**

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local ____ .

Check or money order

Mastercard/Visa # _____ Exp. date ___/____

Date _____ Signature _____

**Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210**

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

**SOUTHERN CALIFORNIA members, joined by candidate for Vice President Diana Kilmury, on the campaign trail for the Tom Leedham Rank & File Power slate.**

## How Contracts Are Handled in Local Run by Hoffa Backer

# Atlanta SuperValu Members Reject Concessions

On Sept. 26 Atlanta SuperValu members resoundingly rejected, by a vote of 90-2, a contract negotiated by Local 528 President Ken Hilbish. The overwhelming no vote was sparked by a proposal that all members lose Central States Health and Welfare coverage and be placed in a substandard company plan. Hilbish, a former reformer now turned strident Hoffa supporter, didn't even bother to show up at the meeting. Rather than face the members, he sent business agent Nelson Wright to explain the offer. Wright had not even been present at negotiations.

**Keeping the Members Uninformed**

Hilbish's negotiations with SuperValu are a case study in what we could expect from a Hoffa Junior administration. Hilbish refused to let members elect a rank and file negotiating committee, kept them in the dark about bargaining, and then tried to pull a quickie contract vote at the workplace in an effort to keep members from meeting and discussing the offer.

"We ran him out of here," one SuperValu member said, "when he tried to run the vote on company property."

Fortunately, SuperValu members learned their rights, stayed united and kept the pressure on to stop the givebacks once and for all. On Sept. 30 they sent management and Hilbish another clear message by voting to strike. By 4 p.m. that day Hilbish came back with another offer. This one kept them in the Central States medical, bumped their pension up another level, clarified concerns over bidding and included a 30-cent per hour increase each year of the contract (10 cents less than offered with the change in medical plans).

Members accepted this offer, but were still disappointed. With an elected bargaining committee, an organized contract campaign — and fighting leadership — the contract could have been even better.

Often weak-kneed officials will agree to put members in substandard plans as an easy way to free up money for wage increases, rather than fight for both. Hilbish has removed members in other jurisdictions out of Central States and into the substandard Southern States plan, presumably as a way to shore up that plan and reinforce his own power by putting members into a plan that he can attempt to control.

Hilbish has also refused to allow members at other companies, including Frito-Lay, the right to elect rank and file bargaining committees. Under this kind of leadership, contracts have suffered and membership numbers in this right to work state have dropped.

SuperValu members have taken a stand against old-guard contract tactics and are fighting against tough odds to win a good contract. We need to take a strong stand now against Hoffa and all his cronies, to prevent this kind of bargaining from becoming the standard in our union.

# Local 952 Lucky's Negotiations

What's up with Eddie Mireles? That's what Southern California Local 952 members are wondering. Mireles recently opted out of the multi-local council that bargains with Lucky's and chose to go it alone against this supermarket giant. Lucky's is now owned by the comglomerate American Stores.

Mireles claimed to be fighting for job security language—a much needed step that was abandoned by other locals—but members believe his real motivation is an attempt to move from their current medical coverage to his own plan.

Adding to the confusion, and the political maneuvering, is Randy Cammack, head of Joint Council 92, who rejected Local 952's request for strike sanction.

We need more coordination among locals and between locals and Joint Councils, not less, which seems to be the route taken by Mireles and other Southern California officials.

## *News From Up and Down the Street*

### Welcome to Paradise—Frito Union-Busting in Hawaii.

Frito-Lay has kicked off a decertification campaign against union workers in Hawaii. The company started the drive during negotiations, got hand-picked employees to circulate petitions, and has refused to agree to contract extensions.

Production and routes sales workers in Hawaii are represented by the International Longshore Warehouse Union.

Frito has tried decertification drives before, without success. Now they are trying again, probably in an attempt to undermine member unity and press forward with contract changes.

Several months ago Frito got a surprise when members overwhelmingly rejected a proposal that included route reengineering to create mega routes. That show of member unity came during a contract reopener.

The ILWU is fighting the decertification drive. They have filed blocking charges with the National Labor Relations Board and are reaching out to Teamsters and other unions for support. Contact ILWU Local 142 at 451 Atkinson Dr., Honolulu, Hi. 96814 or by calling 808-949-4161.

### National Frito-Lay Meeting at TDU Convention.

Frito-Lay Teamsters from across the country will meet Sunday, Nov. 8 at the TDU Convention in Milwaukee.

Getting better contracts and protecting our working conditions at Frito-Lay will take national unity, and this meeting is an important part of that. See page 7 to register now.


### *TDU International Steering Committee*

**Co-Chairs:**
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

**Organizer:**
Ken Paff, Detroit

**Trustees:**
Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Patricia Franks, Allentown, Pa., Local 773

**Members:**
Alex Adams, Cleveland Local 407
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Joyce Mims, Atlanta Local 728 spouse
Lucio Reyes, Stockton, Calif., Local 601
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

**Alternates:**
Dave Staiger, Detroit Local 243
Steve French, Portland, Ore., Local 206
Tom Sheibley, Brockton, Mass., Local 653



### *How to Contact TDU*

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

**National Office:** P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
TDU can be contacted by e-mail at: tdudetroit@igc.org
or on the World Wide Web at: http://www.igc.org/tdu/

**NY Office**: P.O. Box 170131, Brooklyn, N.Y. 11218 (718) 624-7746.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### *Who We Are*

*CONVOY DISPATCH* is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1997 for one year. Our Rank & File Convention had over 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

### *Rank & File Bill of Rights*

**I. DEMOCRATIC BY-LAWS.** All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH**. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, ``flexible'' work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

**VII. A DECENT PENSION**. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

# Hours of Service Regulations Endangered

**Dennis Anderson**
**Local 413, CF**
**Colombus, Ohio**

Teamster drivers need to be aware that the FHWA's Office of Motor Carriers will soon be proposing changes in the decades-old hours-of-service regulations. These changes could have a big impact on our jobs and our industry. For freight Teamsters, Article 6, Section 3, of the NMFA would allow the companies to demand negotiations with the union if the DOT regs are changed, and we would have the right to strike if necessary.

Although the federal agency, along with the trucking industry, have made their intentions for changes sound "safety oriented," Paul Brennan, director of the agency's Research and Standards, has hinted that the "proposals would allow 14 hours on-duty, with no distinction between driving and non-driving activities."

It's really scary to think that, in less than two years, Teamster drivers might be allowed or required to drive up to 13 and a half hours at a stretch, every day, without any limits on how many hours a driver may work in a period of days, such as we now have (60 hours in seven days, 70 hours in eight days).

Any rule that increases the number of hours a driver works would seem to aggravate the already-too-high number of driver deaths. According to the federal Bureau of Labor Statistics, the number of truck drivers dying on the job has increased from 749 in 1995, to 785 in 1996, to 857 in 1997, making truck driving the most dangerous occupation in the U.S..

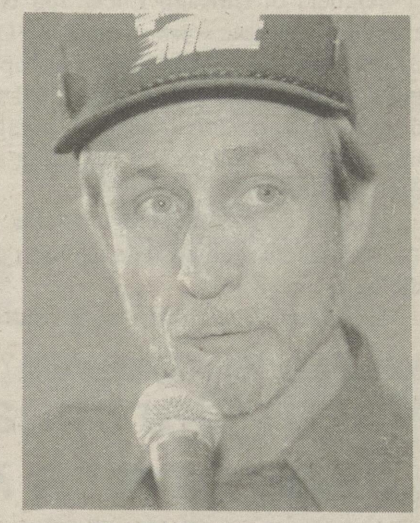
Driver fatigue has been proven to be a major cause of many accidents, injuries and deaths, but the employers still want more work from fewer drivers. Drivers, on the other hand, want fewer required work-hours for a better quality of life and a safe work environment.

One important thing the trucking industry does *not* want to change is the equally old exemption of trucking company employees from the overtime provisions of the Fair Labor Standards Act. This antiquated law leaves workers at the mercy of most trucking companies to pay the workers in various other ways, short-changing millions of workers, especially drivers and dock-workers who don't have a union contract.

The FHWA has not yet *formally* proposed changing our hours and services regulations, but when they do there will be a period of several months alloted for public comments. When that time comes, we must be ready to fight, demonstrate, protest— whatever it takes to say NO to increased work hours, NO to unsafe driving hours and NO to unfair labor standards! An overworked America won't work!

### What You Can Do

Call DOT Secretary Rodney Slater at 202-366-1111 or write him c/o U.S. Department of Transportation, 400 7th St. S.W., Washington, D.C. 20590 and urge him not to jeopardize the safety of truck drivers and the driving public by increasing hours of service limits.



## *I'll Be There*

***Dennis Anderson***
***Local 413, CF***
***Columbus, Ohio***

*With the trucking industry trying to convince the Feds to gut our hours of service protections and a new five year contract that needs to be enforced, it's clear that we have many important fights ahead. I'll be at the TDU rank and file convention in Milwaukee to meet and network with other freight Teamsters to prepare for these battles. Hope to see you there.*

## *Freight Lines*

### New Federal Hotline for Driver Complaints.

The U.S. Department of Transportation has established a hotline for commercial drivers to report safety violations. The new toll-free line (1-888-DOT-SAFT) will allow drivers to contact the FHWA's Office of Motor Carriers to report violations of federal motor carrier safety regulations. A safety violation report form is also available on the internet at: http://www.fhwa.dot.gov/omc/forms.htm.

Drivers must first make a valid attempt to get their employer to take corrective action of the alleged violation. If the company fails or refuses to take corrective action, drivers are protected by OSHA from any retaliation from the company for reporting the violations.

### ANR/Advance Negotiations Stalled.

ANR Advance is crying poor—asking for an 18 percent wage and benefit reduction from the NMFA. After three meetings at which the Teamsters negotiating committee (TNFINC) rejected the concessionary demands, the company continues to stress its poor financial condition. However, an audit of the company's finances raised serious questions as to whether the company had honored its commitment under its previous Article 6.2 agreement that requires "equality of sacrifice." TNFINC has ordered a second audit of the company's books.

The union leadership has been stingy with any information for ANR Advance Teamsters, who hear the company's side often enough.

### Alvan Teamsters Say No.

Some 500 Teamsters employed at Alvan, a midwest regional carrier, turned down a five-year NMFA deal with an Article 6.2 wage-cut deal. Many Teamsters felt the company offered only peanuts in increases in exchange for the employees' sacrifice and cooperation.

Two years ago Alvan Teamsters agreed to a 15 percent wage cut. The company now proposed a 13.9 percent wage cut, going to a 12.7 percent cut over a five-year period. Members would gain back only about two percent over five years.

The company proposal, under Article 6.2, requires a 75 percent yes vote, and fell short because of high no votes from South Bend and Fort Wayne, Ind., and Detroit and Kalamazoo, Mich. Many Teamsters feel they were lied to because management did not take cuts, as required under the contract's "equality of sacrifice" clause.

The International union is auditing company books and negotiations are to resume Oct. 9. The message seems to be: improve your offer if you want approval.

### Yellow Freight Productivity Push

# What Is 'Dock Gold'?

**Ralph Ekelman**
**Local 63, Yellow Freight**
**Barstow, Calif.**

Just what is Yellow Freight's "Dock Gold"? It is a computerized effort by Yellow management to track a dock worker's productivity into a set of preconceived standards. Yellow's industrial engineers have developed a computerized system that tells the dock worker on a printed form he receives before he starts his job assignment how long it should take to complete a trailer of freight.

According to Yellow, 14 or 15 distribution centers have implemented the system already. In reality, it is simply another term for establishing a productivity standard. This allows Yellow to get more work out of less people.

What ever happened to Article 20 — "a fair day's work for a fair day's pay"? Supervisors "review" (shadow) various workers to help remove "obstacles" that interfere with production.

When a Local 63 business agent was questioned about this new plan he replied, "Obviously we can't tell them how to run their business, and no discipline has been issued in this program, anywhere." Well, this just isn't good enough. The fact is that without a strong union response many employees are bullied or intimidated into trying to meet management's preconceived standard just to make their lives easier.

We should learn from what's happened in other industries. In the grocery industry, management has been shoving these productivity scams down their employees' throats for 15 or 20 years. Our union (during the period when it was asleep at the wheel) waited too long to initiate resistance and as a result they are now stuck with a program that is difficult to undo.

In Barstow, Yellow hung a custom-made poster with everyone's name on it that includes such terms as "increased productivity for the team," "coaching, counseling and follow-up to set expectations," "remove obstacles" and other such management gibberish.

If this isn't a production standard I don't know what is. Can this be legal under the NMFA? Hopefully the IBT Freight Division will investigate this and communicate it's findings with the rank and file membership. We need an aggressive, fighting leadership.

## Chicago Local 705 UPS

# Court Upholds Job Action to Enforce Grievance Settlement

Members of Chicago Local 705 conducted a seven-hour work stoppage on Oct. 13, 1995, bringing UPS Chicagoland operations to its knees. Local 705 called the strike to protest UPS's failure to comply with grievance settlements regarding supervisors working.

On Oct. 2 Federal Judge Elaine E. Bucklo issued a long awaited decision upholding the job action.

"This decision is an important vindication for Local 705 and its membership," said John McCormick, president of Chicago Local 705 and candidate for secretary-treasurer on the Tom Leedham Rank and File Power Slate. "UPS thought they could go to court and gut the contract. They were wrong. We intend to use this decision to protect our members by pressuring UPS to adhere to the contract."

The ruling stated, "... I conclude that Local 705 could initiate a strike because the language of the collective bargaining agreement permits this action for violation of a previous settlement."

The decision also indicates that the Local 705 contract gives the union the right to strike if UPS violates any grievance settlement. The judge stated, "Since a settlement agreement is a 'final decision' either filing another grievance or striking are options for Local 705."

This definition by the court of a settlement as a final decision could open up opportunities for strong action by other locals where contracts have similar language. It is a victory for all of us.

As a result of the 1995 strike, UPS abandoned their plans to shift feeder drivers work to part-time employees.

The leadership of Local 705 knows how to take on UPS. We need more Teamster leaders willing to learn how.

## How Many More Casualties?

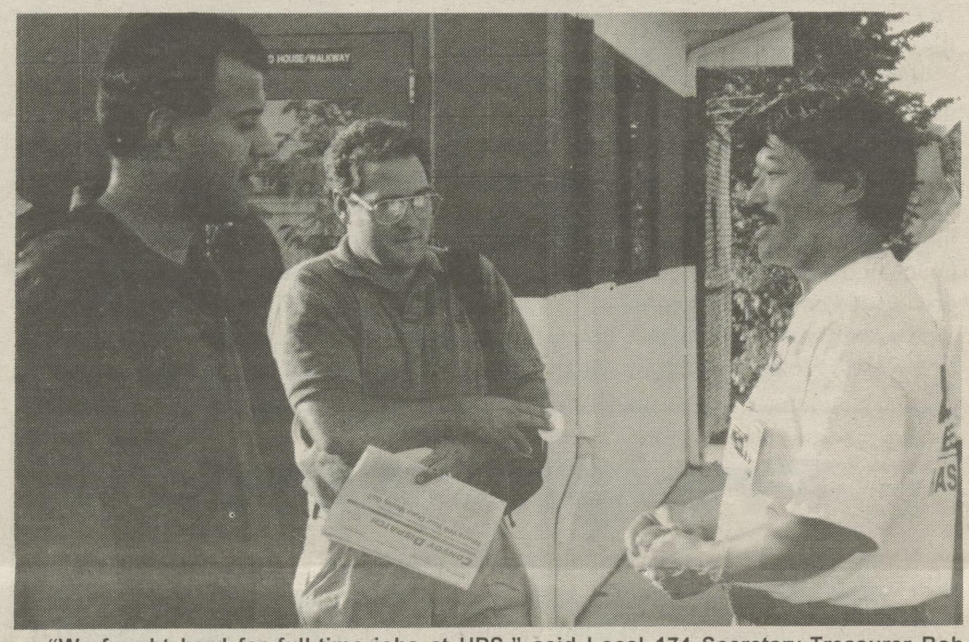
# North Carolina UPS Worker Loses Arm in Accident

Ronald Burton, a 40-year old father of three, lost his arm in an accident at the Raleigh, N.C., UPS building. Burton was working in the preload when his arm got caught in the cages.

The area Burton was working in was short-handed, with double shifts common. It is not uncommon at any UPS building to see supervisors climbing chutes, getting on belts and reaching into dangerous areas to get packages. Workers are expected to follow the example, especially when driven by management for greater and greater productivity.

UPS manager Kay Monroe and a manager from Atlanta were reportedly at Burton's bedside the next day, trying to get him to sign papers regarding the accident. UPS showed similar concern when North Carolina UPS worker Keith Jones contracted leukemia, making it clear to him that no position would be available for him even if he was cleared to work as he would be too weak to lift.

Every year thousands of UPS workers are struck down with back injuries and other permanently disabling injuries. Every day UPS continues its relentless and inhumane drive for greater productivity. Isn't it time for the casualties to stop?



"We fought hard for full-time jobs at UPS," said Local 174 Secretary-Treasurer Bob Hasegawa (above right), a candidate for Western Region vice president. "But now management is thumbing their nose at us and refusing to live up to the agreement.

"Electing the Tom Leedham slate will ensure that we gear up a national campaign to force UPS to abide by our contract."

## Upstate N.Y. UPS Supplement

# 'Permanent' Casuals Face Job Insecurity, Loss of Benefits

A long standing clause in the Upstate New York Supplement, combined with UPS's refusal to create more full-time jobs, has resulted in dozens of package drivers working for years as casuals without hope of getting a permanent position.

The situation is especially bad in Buffalo, where members estimate that at least 30 casuals are on the list. Some drivers have worked casual for over eight years.

"I've had no medical benefits since last January," one driver told CD, "even though I've worked at UPS for six years. It's not right."

The casuals get no vacation and virtually no rights under the contract. They do get one holiday—for every 60 days worked—and medical benefits, but only if they work consistently.

When hired, the casuals were promised that they would have jobs within a couple of years. The situation has been made slightly more difficult by the increase in the new-hire ratio to five to one, but the real culprit is UPS's refusal to create full-time jobs, and their undercutting of work through rural remote and other scams.

Local 449 members proposed changes to the supplement in the last contract to help solve the problem, but principal officer Bruce Leroy took it off the table. When the time came for a vote, Local 449 scheduled the meeting for a Sunday morning two weeks before Christmas when the Buffalo Bills were playing their last home game.

In the short term, more full-time jobs will create more opportunities for casuals to go permanent. In the long term, members in Upstate New York have to pull together to eliminate this language from the contract.

Similar language exists in other UPS supplements across the country. For example, in the South, vacation cover drivers work as virtual part-timers almost indefinitely.

The national UPS bargaining committee could solve this problem by setting national standards and by notifying supplemental committees that this type of concessionary language will be overruled.

**National UPS Meetings**
**TDU Convention**
**Nov. 6-8, Milwaukee**
Help plan strategies to make UPS live up to our contract. See pages 6-7 for details.

# UPS & Downs

### Louisville Gets 50 Full-Time Jobs, Hundreds More Possible.

Next month UPS has promised to put 50 new combination full-time jobs up for bid at the Louisville air hub. UPS is not claiming that air volume is down and is creating this minimum number of jobs. This only represents opportunities for the top one percent of the part-time workforce at the hub. Hundreds of other combination jobs are possible and should be created to comply with the contract. This fight has just begun.

### St. Louis Part-Timer Forced to Work Full-Time.

UPS claims they cannot create full-time jobs, but in St. Louis they are forcing a part-timer to work full time against her will. A box line sorter at the Earth City hub, she is routinely compelled to work eight to 10 hours, with no lunch break and no full-time benefits. With children to care for while also attending college, she signed on for a part-time job, fully expecting to work part time.

Grievances have been filed to demand that full-time jobs be created out of this work, and that her forced overtime violates seniority.

### Kansas City Officers Spout Company Line on Full-Time Jobs.

Teamster officials from Kansas City Local 41, spearheaded by Hoffa VP Phil Young, are spouting the company line, telling members that UPS volume is down and that the company doesn't have to create any new full-time jobs.

They are also trying to pit full-timers and part-timers against each other by claiming that current full-timers will have first bid on any new full-time inside jobs. Part-timers who want full-time jobs, but who can't or don't want to drive are upset. The officials stand is contractually correct, but unless the jobs are created it is a moot point. The solution is to create as many full-time jobs as possible. Once the jobs are created, then we can debate who gets them.

# What We're Doing to Elect the Rank & File Power Slate

## Boosting Name Recognition

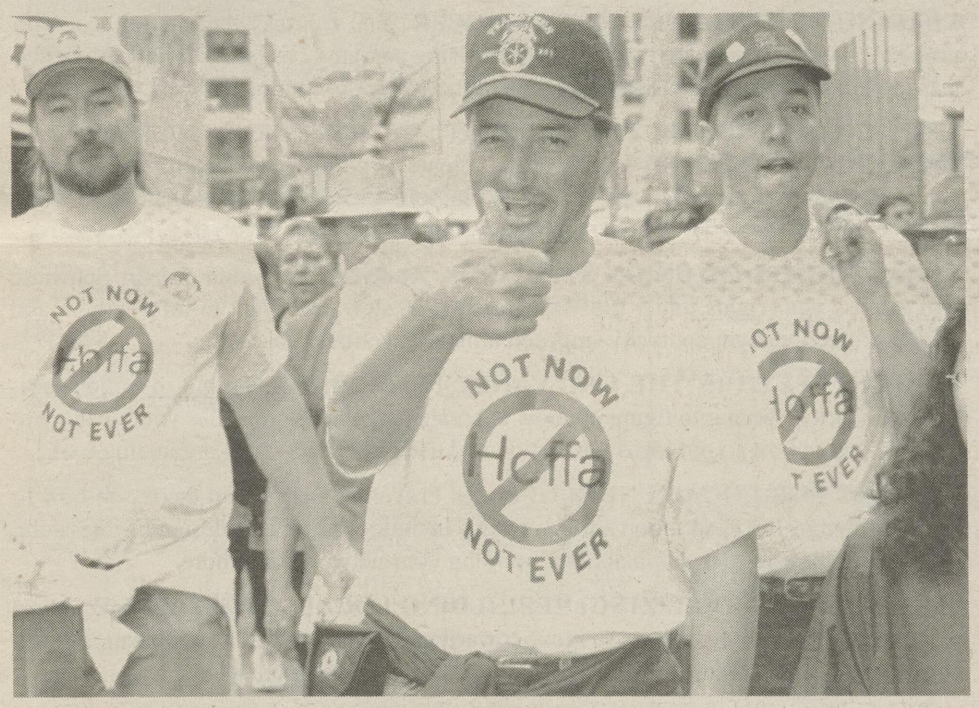
Across the country, the feedback from the campaign trail is the same. —members want an alternative to Junior Hoffa. Our job is to turn that "anybody but Hoffa" sentiment into a massive Leedham slate vote.

That means continuing to raise Tom Leedham's name recognition.

Teamsters in Massachusetts and Rhode Island have added a new weapon to their arsenal: Action Wednesdays. Every Wednesday morning until ballots are due, activists are meeting bright and early to campaign together at key Teamster worksites as one large, reform strike force.

During the rest of the week members will continue to campaign in pairs and smaller groups to get the word out to as many Teamsters as possible.

"We've been out there every day, and that's not going to change. We're using the Action Wednesdays to raise the Leedham campaign's visibility even more," said Local 25 member Laurie Kelly. "We're sending a message that the Leedham slate is supported by the rank and file and that we're going to win this election."




**RANK & FILE POWER slate supporters marched in the Detroit Labor Day parade showing everyone just what they thought about Hoffa. The back of the shirts proclaim their support for the Tom Leedham slate.**

## Getting Out the Vote

The Leedham campaign in Washington State, where there are over 40,000 Teamsters, is picking up steam.

We're focusing on the worksites, where TDU activists do what they do best. Our enthusiasm is spreading and volunteers new to the movement have joined our ranks. We're building a strong and energized rank and file as we campaign. Our list of supporters in the Northwest is growing, and it's going to be big. We will peak at the right time for our final push to victory. We will be running phone banks reaching out to all Teamsters, encouraging them to vote. By keying on the growing anti-Hoffa, pro-reform sentiment, we are turning out votes for true rank and file power.

We know the Hoffa camp will come out with some last minute big lies, in desperation. In 1996 we split Washington State 50-50 with Hoffa. This time we're going to win the state!

**—Glenn Cisco**
**Local 313, SuperValu**
**Leedham Campaign Coordinator for Western Washington**

## Need Campaign Materials? ORDER NOW!

Tom Leedham
Teamster RANK & FILE Power

***Be sure you have plenty of materials to last until all the votes are counted!***

| Item | Price | Quantity | Total |
|---|---|---|---|
| Buttons/Pole Signs: | $.50 each (10-100) | _____ | _____ |
| Stickers: | $.05 each (min. order: 50) | _____ | _____ |
| Bumper Stickers: | $.50 each (10-100) | _____ | _____ |
| T-Shirts | $15 (1-5); $12 (over 5) | _____ | _____ |

For prices on larger quantities, call the campaign office at (202) 547-5810.

Only current Teamsters may contribute to the campaign. Include local union and social security number, along with full address, with order.

Send this form, along with a check or money order to:
**Tom Leedham Rank & File Power Campaign**
**P.O. Box 15877, Washington, DC 20003-0877**
**OR**
**Call 202-547-5810 to order by phone.** The campaign is now able to take Visa, MasterCard and American Express.

## Building a Member-to-Member Network

We are turning the shop floor organization that we built to fight for our contract at UPS into an inside campaign structure for Tom Leedham-linking our fight for full-time jobs to our fight to defeat Hoffa. We understand that electing Leedham is a crucial part of our fight to enforce our contract.

The same kind of member mobilization that won our contract will elect Leedham this fall and will force UPS to create full-time jobs and respect our contract.

We are fighting to win a group grievance for the creation of full-time jobs in our building and are talking one-on-one about the connection to this election.

We make sure that information about the election like leaflets and the *Convoy Dispatch* get in members hands.

We raised $600 for the campaign doing a gate collection. We passed out a fundraising appeal at the end of one week and collected the next. We were surprised to see the level of support here. Keeping our member-to-member network going is paying off.

Now we will use our network to make sure everyone votes. We've got work area coordinators that were leaders during the contract fight. Those people are now our "contract enforcement coordinators" and they are volunteering to get their co-workers to vote. That is rank and file power!

**—Dave Staiger**
**Local 243, UPS**
**Detroit**

# Convention Schedule

## Friday

**Registration** 11 a.m. - 5 p.m.
**Workshops** 1p.m. - 3 p.m.
**Break** 3 p.m. - 3:30 p.m.
**Workshops** 3:30 p.m. - 5:30.p.m.
**Special Meetings** 5:30 p.m. - 6:30.p.m.
Teamster Women's Network
Recruitment Captains
Other meetings to be announced.
**Cash Bar** 5:30 p.m. - 7:30 p.m.
**Dinner Program** 7:30 p.m. - 9 p.m.
"Teamster Reform: Building on Our Victories"
Chair: Diana Kilmury, IBT Vice President, ISC Co-Chair, Local 155

## Saturday

**Registration** 8 a.m. - 10 a.m.
**General Session** 9:30 a.m. - 11:45 a.m.
Panel: "Mobilizing for the Future"
Chair: Michael Savwoir, ISC Co-Chair, Local 41
Organizer's Report: Ken Paff, TDU National Organizer
Nominations for International Steering Committee (ISC)
**Lunch** Noon - 1 p.m.
**Workshops** 1:00pm - 3:00pm
**Break** 3:00pm - 3:30pm
**General Session** 3:30pm - 5:15pm
Chair: Dan Campbell, ISC Co-Chair, Local 705
Financial Reports
Recruitment Awards
Campaign Update: "Our Final Push to Victory"
Speaker: Bill Slater, Local 315, retired
**Special Events and Cocktails** 5:30p.m. - 7 p.m.
Leedham Campaign Area Coordinators Meeting
UPS Meeting
*¡Adelante!* Network
Other meetings to be announced.
Voting for ISC
**Banquet** 7:30 p.m. - 9:30 p.m.
Keynote Speaker: Tom Leedham, Candidate for General President
**Voting for ISC** 9:30 p.m. - 11 p.m.
**Reception and Cash Bar** 9:30 p.m. - Midnight

## Sunday

**Coffee** 8 a.m. - 9 a.m.
**Jurisdictional Meetings** 9 a.m. - 11 a.m.
Airline
Carhaul
Freight
Frito-Lay
Local Contracts
Spouse Network
UPS
Warehouse/Grocery/Food Processing
Wastehaulers
**Lunch** 11 a.m. - Noon
**Workshops** Noon - 2 p.m.
**Closing Session** 2 p.m. - 3 p.m.
Chair: Joe Fahey, ISC Co-Chair, Local 912
Introduction of ISC, Election of TDU Officers
Closing Remarks

# Convention Workshops

## Friday

**ON WITH REFORM: OUR AGENDA FOR THE FUTURE.** We want a union that belongs to members, stands up to employers, and uses the power of an educated, informed membership. We'll look at upcoming reform battles, goals for the next administration, and work ahead for activists.

**TEACHING TECHNIQUES.** Whether for a caucus, shop committee, union meeting, or stewards, education is most effective when people can relate things to their own experience. You'll learn how to reach your audience and encourage people to participate.

**GETTING OUT THE VOTE — NOW THROUGH DECEMBER.** Led by the director of Leedham's field campaign, share strategies for phone banking, getting media, targeting work sites, raising funds, and more ways to bring home a victory in December.

**RUNNING A UPS-STYLE CAMPAIGN AT ANY WORKPLACE.** The 1997 UPS contract campaign educated and mobilized thousands of members, involved the public, got the media's attention, and won a good contract—all by following a simple program.

**YOUR LEGAL RIGHTS ON THE JOB AND IN THE UNION.** A survey of labor laws and Teamster rules from the viewpoint of Teamster members. A question and answer session will follow, but time will not permit individual case reviews.

## Saturday

**FIGHTING DISCRIMINATION THE CAUCUS WAY.** Organize against discrimination by developing a shop-floor Membership Education or Human Rights Committee. Learn how to address issues and discuss the best strategies to build support.

**GETTING OUT THE VOTE — NOW THROUGH DECEMBER.** See Friday.

**LEADING WHEN YOU'RE NOT IN POWER.** You can take the lead to deal with problems in your local when officials don't. Using a strategy of issue-based organizing, learn to build a strong TDU chapter as an alternative to do-nothing officials.

**LET'S COMMUNICATE!** How can you get more members to pay attention to what you have to say, support key issues, or participate in your event? Learn tried and true communications tactics. Get tips on improving your leaflets and other materials. Share creative ideas for keeping members informed and getting them involved.

**LEGAL RIGHTS OF UNION STEWARDS.** Attorney and author Robert Schwartz will discuss your rights under the Weingarten rule, stewards' right to information, and NLRB protection from company-imposed unilateral contract changes.

**PUTTING TEETH IN THE GRIEVANCE PROCEDURE.** Trying to build workplace solidarity? Trying to figure out how to create bargaining power for your next negotiations? Learn how to put ideas into action and use grievances as an organizing tool.

**RUNNING FOR LOCAL UNION OFFICE.** Proven strategies and tactics on how to run a campaign for local union office. Topics include writing and designing literature, fundraising, face-to-face campaigning, building your network, and more.

**SERVICING TO MOBILIZING: REBUILDING LOCALS FROM BELOW.** Local union leaders will discuss ways to move toward more democracy and rank and file participation and away from the tired old practices of business unionism.

## Sunday

**A STEWARD'S "TOOL BOX."** Learn skills and techniques to mobilize members on the shop floor. Organize members to participate in winning grievances. Get more done with the resources you have by networking and building rank and file leadership.

**UNDERSTANDING THE FAMILY AND MEDICAL LEAVE ACT.** Attorney Robert Schwartz will give an overview of the law and information on bargaining and membership rights involving absenteeism policies and family and medical leave.

**FIGHTING FOR A LOCAL THAT FIGHTS FOR YOU.** What do you do when your local officers are falling down on the job? This workshop will offer proven techniques for pressuring officials, fighting membership apathy, and building a local that fights for you, including bylaws reform and building a rank-and-file reform caucus.

**INS AND OUTS OF MANAGING YOUR LOCAL UNION.** The nuts and bolts of getting the union hall in order, from finances to staffing to planning. Local union officers will discuss how they organize their time, build local programs, and conduct meetings.

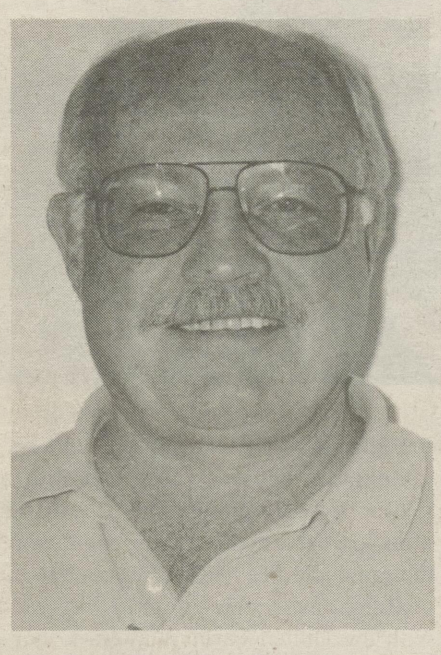
**NEGOTIATIONS KNOW-HOW: PUTTING MEMBERS FIRST.** The best strategy keeps a focus on the end result and involves members from the beginning. When and how do you prepare for your next contract negotiation? What company tricks should you watch out for? How do you position yourself to show strength in a potential strike?

**ORGANIZING FOR BETTER PENSION AND HEALTH BENEFITS.** Discuss campaigns and issues concerning our major pension and health and welfare funds.

**Nov. 6-8 ★ TDU Rank & File Convention ★ Be There!**

# The Most Important Teamster Event of the Year

## *I'll Be at the TDU Convention!*



***John McCormick***
***Local 705 President***
***Candidate for Secretary-Treasurer***

*We're campaigning hard all over the country, and we're going to win this election. Wherever we go, Teamsters are telling us they want reform to continue.*

*We can make that happen in this election. There couldn't be a more important time to vote for our future—for a Teamsters union that continues to fight for full-time jobs at UPS and for involving members in all industries to win better contracts and to make our union stronger.*

*I'll be at the TDU Convention to kick off our final push to victory. I hope all Teamsters working for reform are making plans to attend, too.*

Make sure you don't miss this important Teamster event—the TDU Rank & File Convention.

The convention will feature educational workshops that will help you to make our union stronger in your area. (See list page 6.)

The convention will give us all the skills we need to get out the vote in the important national election. It will also be a chance to meet many members of the Rank & File Power slate. Tom Leedham will address the convention at the Saturday banquet.

The convention is also the place for TDU to elect our leadership for the coming year and plan our strategies for building TDU and strengthening our union.

We will also meet by companies and jurisdiction to build networks and plan how to fight the employers' assaults.

And most important, it is the chance for Teamster activists to get together, to share our experiences, solve our problems together, and gather the energy we need to continue reforming our union.

## Convention Information

All convention events will take place in the Hyatt Regency Milwaukee, 333 Kilbourn Ave., Milwaukee. Use the form at right to reserve rooms at our special group rate.

The convention will open on Friday, Nov. 6, at 12:30 p.m. and end Sunday at 3 p.m.

### Airport Transportation

**Limousine Services** runs shuttle vans from the airport to downtown hotels, including the Hyatt, every 20 minutes between 7:40 a.m. and 11:40 p.m. Cost is $8.50 per person, one way. Go to Limousine Services booth in the baggage claim area.

Cabs to downtown average about $15.

### Driving Directions

**From the South or East (Chicago)**

*Downtown:* Edens Expy. North, follow signs to I-94 North Milwaukee to 43 North. Exit Civic Center/Kilbourn tunnel. Hotel is three blocks ahead on right.

*Westside:* 294 North to I-94 North, exit Civic Center/ Kilbourn tunnel. Hotel is three blocks ahead on right.

**From the West (Madison)**

94 East to 794 exit Plankinton Rd. (left). Go five blocks to Kilbourn, turn left, and go two blocks. Hotel is on left.

### Parking

Hotel parking in attached garage is $9 overnight for hotel guests. Nearby lots average $4 to $6.

### Discount Airfares on Midwest Express

Midwest Express will give TDU Convention attendees a six percent discount on all fares, including sale fares.

Our convention file number is C559. Travel agents and attendees must use this file number when making reservations. Call 800-452-2022 for Midwest Express reservations.

## TDU Rank & File Convention, Nov. 6-8

### REGISTER NOW!

Postmark your registration no later than Oct. 16 and receive $10 discount ($5 for one day). See below for travel discounts that may also apply.

### CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

### HOUSING

Reserve rooms through TDU at special group rate. All rooms $80 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

### MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

### DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

### CREDIT CARD PAYMENT

Visa/MC #_____

Exp. date _____/_____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name_____ Local_____

Address_____

City_____ State_____ Zip_____

Phone (____)_____ Company_____

*If registering for others please include same info.*

| | # of people |
|---|---|
| Fri., Sat. & Sun. | $160 x _____ |
| Sat. & Sun. | 125 x _____ |
| Sat. only | 100 x _____ |

**Total Registration Cost = _____**

____ single room

____ double room with _____

❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.

**# of nights x $80 = Housing Cost = _____**

❑ $35 - one-year membership

❑ $85 - three-year membership

❑ $20 - spouses, retirees and Teamsters grossing under $17,000

**Membership Cost = _____**

**TOTAL COST = _____**

____ $10 if postmarked by Oct. 16 ($5 if one day)

____ $10 travel over 500 miles one way

____ $20 travel over 800 miles one way

**Total Discount = _____**

**Cost minus discounts = _____**

**AMOUNT ENCLOSED = _____**

**BALANCE DUE = _____**

**Return to: TDU, Box 10128, Detroit, Mich. 48210**

## Interview With Tom Leedham

# Building Rank & File Power

*After the Election Officer announced a schedule for the rerun election,* Convoy Dispatch *interviewed Tom Leedham about the upcoming vote and his Rank & File Power campaign.*

**Convoy Dispatch: Why did you decide to run against Hoffa Jr.?**
Tom Leedham: Like a lot Teamsters, I remember all too well how things used to be in our union. I remember the sell-out contracts, the backroom deals, the grievance panels and the General Executive Board meetings in Hawaii and other fancy resorts. I remember top officials letting the Mob rip off our pension funds. And I remember seeing our membership decline by hundreds of thousands while top union officials raked in big multiple salaries and pensions and spent our dues money flying around the country on private jets.

We haven't eliminated all of these problems, but we have made progress. I want to move reform ahead faster and further. I want to build rank-and-file power to take on greedy corporations and anti-worker politicians — to win good contracts and create a better future for all Teamsters and our families. I want to increase rank and file participation in the Teamsters Ethical Practices Committee and in temporary trusteeships to continue fighting corruption.

**Convoy Dispatch: When you hear Hoffa Jr. claim he'll unite the union and negotiate good contracts, what do you think?**
Tom Leedham: Hoffa Jr. talks a lot about unity, but what he really believes in is unity of top officials, by top officials, and for top officials. I believe in uniting Teamster members to take on employers and anti-union politicians.

Hoffa Jr. is a puppet, and the people pulling the strings are the same people who ran our union into the ground before 1991. Hoffa Jr.'s key supporters are people like Billy Hogan Jr., the man who said "I'm living proof that nepotism works;" Mike Bane, a convicted felon who was photographed beating a union reformer; Frank Wsol, who conspired to have a Teamster fired, negotiated sham contracts behind the members' backs, and makes over $400,000 a year; and Jon Rabine, who once told a newspaper reporter that he saw nothing wrong with a union official making $400,000 a year.

Five people handpicked by Hoffa to be on his slate had to be dropped because of corruption, and a sixth, James Santangelo, is currently up on charges before the Independent Review Board. That's more than 25 percent of his slate! Every single person on his current slate will make more than $150,000 a year if Hoffa is elected. They all have multiple salaries and pensions. I don't take a multiple salary, and I will ban multiple salaries for anyone hired by the International union.

**Convoy Dispatch: The media keeps calling Hoffa the frontrunner. How do you see your chances?**
Tom Leedham: I've been involved in a lot of elections in my life, and I've seen a lot of so-called *frontrunners* lose. Hoffa's campaign has stalled. The members I talk to don't want Hoffa, but until we started our rank-and-file campaign he was the only name they knew. Now, they know that Tom Leedham and the Rank & File Power Slate is the alternative to Hoffa Jr. and the weakness and corruption he represents.

I believe we are going to win this election. Everywhere I go I get a great response, even in the so-called "Hoffa" locals. Slate members and activists campaigning all across the U.S. and Canada are finding the same support.

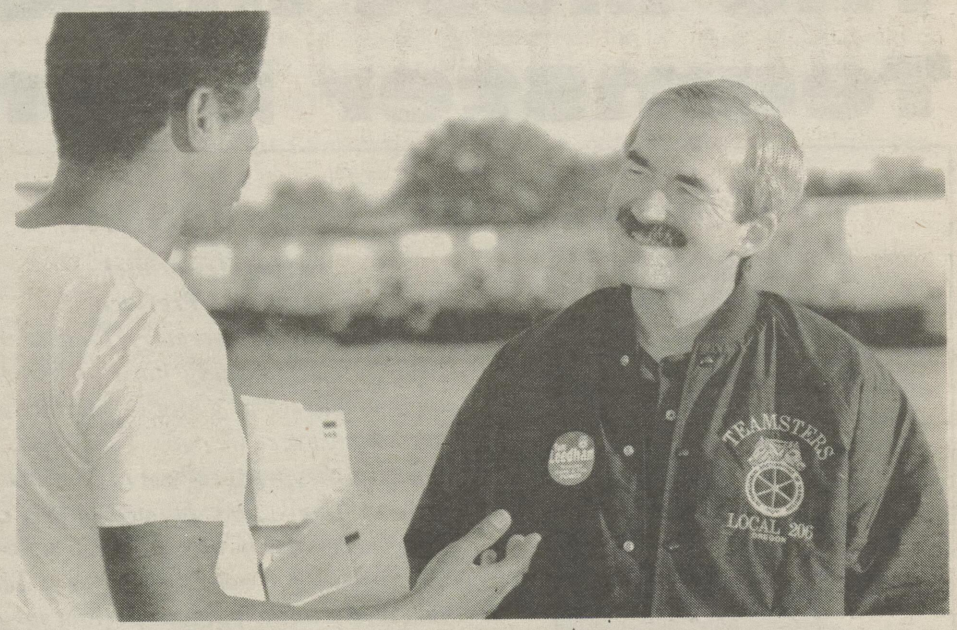
What's even more telling is how we've forced Hoffa Jr. to completely change his tactics in this campaign. He wanted to ignore us. But several weeks ago he did a poll, and it's obvious that what he saw scared the hell out of him. Since that time he's been attacking me every chance he gets, in the media, in leaflets, on the Internet. Hoffa Jr.'s been campaigning for four years. He's spent $5 million. And now he's running scared because we're teaching him a lesson about rank-and-file power.

**Convoy Dispatch: What should members do in this final stretch?**
Tom Leedham: We've got to keep doing what got us to this point. Talking to members one-on-one in the rank-and-file power campaign. Continuing to distribute leaflets and other materials. Wearing Leedham stickers, buttons, and T-shirts. Calling members on the phone when the ballots are mailed. Reminding everyone who supports our slate to vote.

There are just a few short weeks left in this campaign. Now is the time to step up our efforts to the highest level. We need to keep campaigning until the ballots are counted. If we do, we will win.

**Convoy Dispatch: How will you deal with politicians who say they support working people before an election and then turn around and vote against us after the election?**
Tom Leedham: We need to build our own political power, rather than hand checks over to politicians who turn their backs on us. That's why one of the key reforms in my platform is to stop giving money to politicians and parties and use it instead for rallies, phone banks, mailings, education and other rank-and-file action to put heat on all public officials. We'll speak for ourselves on issues working families care about, like preserving the 40-hour workweek and guaranteed overtime, standing up for safe jobs, and protecting Medicare and Social Security.

**Convoy Dispatch: How can we build on our UPS victory to negotiate stronger contracts for all Teamsters?**
Tom Leedham: We need to take what we did at UPS last year and expand it to every division and every industry. The days of winning good agreements by banging on the bargaining table are over. Real union power today means rank-and-file power — the same kind of power we showed at UPS. And we have to reach out for community support.



Tom Leedham, right, campaigning in Chicago.

As I travel around the country, I hear a lot of complaints from freight members. And I agree that members deserved a better contract. Unlike UPS, the Hoffa backers who dominated the National Freight Negotiating Committee didn't allow rank and file members on the negotiating committee, and then they pulled the plug on the campaign.

When I'm elected, there will be rank and file members on *all* national bargaining committees. We'll put together powerful membership campaigns. We'll reach out to the community for support. We'll take this power to the bargaining table and negotiate good contracts.

We also have to get smarter about how we negotiate. We have to create national contracts in more industries and use coordinated bargaining in industries like car rental and waste haul to build more pressure on employers. We have to use corporate campaigns to build community pressure on companies that don't treat workers fairly.

**Convoy Dispatch: What plans do you have for organizing?**
Tom Leedham: For 15 years the membership of our union declined. We've stopped the bleeding in recent years, but it's not enough just to tread water. We need to increase our membership — particularly in industries where we're getting hurt badly by nonunion companies. That's how we'll build even greater rank-and-file power to negotiate better contracts.

We need to continue using member organizers to reach out to workers at nonunion companies like Overnite and FedEx. No one can talk to a road driver or a dock worker better than people who do the same job. We need to continue to build coalitions with other unions, like we did with the United Farm Workers in our efforts to organize in the apple industry. And we have to be open to new ideas and new approaches to organizing – like taking action to force companies to agree to recognize the union if a majority of workers sign union cards.

**Convoy Dispatch: What will you do to protect and improve Teamster pensions?**
Tom Leedham: We need to make sure Teamster pension funds provide the best benefits possible so Teamster members can retire with security and dignity. But too often, the union trustees aren't accountable to members.

When I'm elected we'll create rank-and-file committees to watchdog our pension funds with the help of experienced financial analysts. And we'll blow the whistle on any fund that's not doing all it can to improve benefits for Teamster members.

I'll also fight to get a 25-and-out provision in every Teamster pension plan. I've proposed this for the Western Conference Pension Fund, where the Hoffa supporters who run the fund take nearly 17 cents out of every dollar to pay for the "Golden 80" provision, which most Teamsters never benefit from.

**Convoy Dispatch: There's a lot of dissatisfaction with the grievance procedure. What can you do to make things better?**
Tom Leedham: When I talk with Teamster members, I hear more about problems with the grievance procedure than just about anything else. It's a big problem, and I've got plans to address it.

First, I'll put rank-and-file Teamsters on every grievance panel within my power — along with experienced leaders — to make

*contined on page 9*

# Employers Caught Helping Junior Hoffa's Campaign

Want another reason to support Tom Leedham?

Take a look at the growing list of major Teamster employers caught by the court-appointed Election Officer helping Junior Hoffa's campaign.

UPS, Roadway, Anheuser-Busch, USA Waste, Fleming Foods, Price Club/Costco, Lipton Company, and Strohs have tried to keep Leedham campaigners off of their property and been found guilty of other election violations.

*Anheuser-Busch* tried to keep Tom Leedham and members of his slate from even setting foot in company parking lots to talk with workers. Management claimed Leedham campaigners might stir up members to oppose the company's effort to impose a poor contract.

Even though the Election Officer and Appeals Master ruled the company's actions illegal, management had slate members kicked off company property. International VP Tom Gilmartin was arrested for refusing to leave. The company backed down only after the U.S. Attorney in New York threatened to find the company in contempt of court.

UPS called police to remove General Secretary-Treasurer candidate John McCormick and other Leedham campaigners from a company parking lot in Minneapolis. An investigation by the Election Office forced UPS to agree that Leedham campaigners had a right to leaflet there. Charges against members who received tickets were dismissed.

*UPS* has been found guilty of instructing managers to post literature favorable to Junior Hoffa's campaign in hubs and centers nationwide.

UPS's lobbyist donated money to Junior Hoffa's campaign.

*Roadway* was ordered by the Election Officer to stop threatening to discipline a worker in Milwaukee for wearing an anti-Hoffa T-shirt on the dock.

*USA Waste*, which has taken over Waste Management, was found guilty of barring Leedham supporters from campaigning in parking lots in the Los Angeles area.

The corporation's labor relations person admitted to the Election Officer that management would allow old guard supporters to campaign, but not TDU members, who they regard as "trouble" because they push for stronger contracts.

Local 396 officials were found guilty in the same case of collaborating with management to try to stop campaigning by Leedham supporters.

*Fleming Foods, Price Club/Costco, Lipton Company, Certified Grocers,* and *Strohs* also tried to deny access to Leedham campaigners.

## Top Texas Teamsters Getting Greedy Again

In a bid for more power and more salaries, top Texas Teamster officials are trying to resurrect the Texas Conference, which was abolished in 1996. Nine local union principal officers in Texas—all supporters of Junior Hoffa—signed a petition to General Secretary-Treasurer Tom Sever asking him to re-charter the conference.

Local unions in Texas already have two joint councils, 58 and 80, that could provide any necessary assistance and coordination for locals.

Re-chartering the Texas Conference would simply shift more of members' money into multiple salaries for officials, just as it did in the past.

In 1995, the the Texas Conference's last full year in existence, it took in 50 cents per member per month - a whopping $175,000.

Some $84,000 of that money went to pay extra salaries to local union officials.

Former Local 745 President T.C. Stone, who was caught funneling more than $35,000 in dues money into the Hoffa campaign was paid $27,500 by the Texas Conference.

Former Local 988 President Richard Hammond, who was convicted in federal court for embezzling dues money was paid $17,250 by the Texas Conference.

Laird Evans, who is spearheading the effort to re-charter the Texas Conference, was paid $17,000.

While $4,000 in conference funds was spent on scholarships, another $40,000 was spent on mysterious, unexplained "contributions."

Most of the rest of the per capita members paid to the conference was stashed in the bank instead of being spent on programs that would benefit members, like organizing or contract campaigns.

Local union officers who signed the petition to bring back the Texas Conference are: J.D. Potter, Local 19; Rusty Stepp, Local 577; Charlie Garner, Local 745; Greg Roundtree, Local 919; Jerry Putnam, Local 997; Laird Evans, Local 568; Rick Glasebrook, Local 657; Wesley Jenkins, Local 767; and Chuck Crawley, Local 988.

All those officers stand to benefit from an extra salary and other perks if the conference is chartered again.

### Interview With Leedham

## Building Rank & File Power

*continued from page 8*

sure members don't get sold out. We need Teamsters on the committees who know what its like to work for a living.

Second, I'll push for a streamlined process so grievances don't get backed up for months or years. And I'll put a stop to grievance panels that are held at resorts, where more time is spent on the golf course then in meetings to resolve grievances.

Third, we'll step up training for stewards and rank-and-file members to make sure Teamsters have the information and tools they need to stand up for their rights on the job.

Fourth, I'll push for more rank-and-file action in the workplace to solve grievances. We don't have to wait for a long legal process to win grievances. We can use demonstrations, "smart strategies" like work-to-rule, and other pressure to fight for fairness in the workplace.

**Convoy Dispatch: Hoffa talks a lot about the union's financial problems. What's your position?**

Tom Leedham: I believe Teamster resources should be used to benefit members. Hoffa Jr. wants our union to be a country club for top officials.

I think decisions about that should be made by the membership after open debate. He thinks it should be done behind closed doors by top officials.

Hoffa Jr.'s campaign coordinator has admitted in writing that if Hoffa Jr. is elected, top officials will get together at a special convention and raise members' dues so those same officials will have more money to spend on themselves.

When I am General President, the International union will never raise dues without a membership vote. Never.

We do have some financial problems left over from the past. The biggest one is that there isn't a funding mechanism for adequate strike benefits. Almost all of the International union's deficit for the past six years—$123 million—went to pay for strike benefits.

I think that's money well spent. It goes directly into members' pockets to support their families while they fight for better contracts, pensions, and benefits. Certainly the benefits we paid out for the UPS strike were worth every penny—not just for those workers but for every Teamster and every American worker.

I personally believe that strike benefits should be higher than $55 per week. But when the members voted on that in 1994, they voted not to raise the money to pay for higher benefits. If at some point members want to vote on that again, that is their right, and it would be their decision. But—again—I oppose the Hoffa plan to raise dues without a membership vote.

### Why Did Hoffa Change his Slate Name?

## Western Teamsters Demand 25-and-Out With Medical

Teamsters in the West are mad, and doing more than just complaining. Members covered by the Western Conference Pension Plan did not get the pension improvements that most other Teamsters under the national contracts won in the past year.

Ted Swan, a freight driver in Portland, Ore., Local 81, has launched a petition drive to unite Western Teamsters behind the demand for 25-and-out at $2,500, medical benefits for retirees and other improvements.

This program is backed by TDU. Freight and UPS Teamsters in the Central States Fund won a good piece of that pie in the recent contracts, after years of organizing and demanding. Teamsters in the West have been left behind by old guard officials.

The union trustees of the Western Fund, who are appointed by Joint Council officials, have ignored members' concerns. They are allied with James Hoffa Junior, who quietly removed the words "25-and-out" from his slate name this year, to avoid having to explain why his Western running mates refuse to do their jobs.

Tom Leedham has taken the stand that, if elected, he will immediately take steps to make the Western trustees more responsive, so that Teamsters there can enjoy improvements that other Teamsters are getting, including 25-and-out.

For a copy of the Western petition, and of Leedham's program on this issue, contact TDU. Ted Swan can be reached on the internet at:
http://home1.gte.net/swandivr/Petition.htm

# Strike Sends Message to Apple Industry

Workers in the apple packinghouses of Washington State made their strongest statement yet that it's time for employers to recognize their union and negotiate when 200 workers struck Borton and Sons last month.

The strike began on Sept. 17 and lasted for six days. Initiated by the rank and file, the strike was supported by the Teamsters United for Change, the International union's apple organizing campaign.

Workers demanded a meeting with management to discuss wage increases and working conditions.

"For six months they've been promising us a meeting," said Cesar Rodriguez, one of the strikers. "We don't want any more lies and promises."

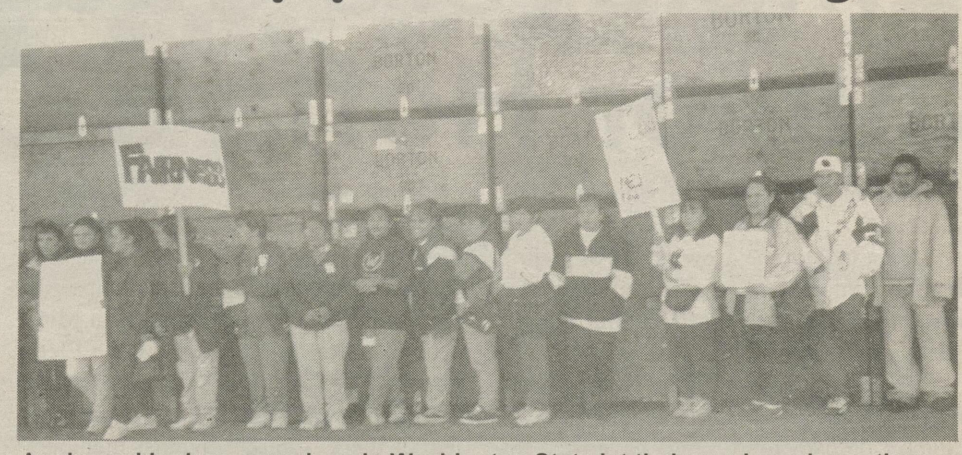
After six days on strike, workers returned to work, having demonstrated their resolve to the employer and having brought increased public attention to their cause. The workers returned to work as a group, marching into the plant wearing Teamsters United for Change buttons.

**'We Won't Tolerate Injustice'**

"We wanted to send a message to the apple industry that we won't tolerate any injustice any longer," workers wrote in an open letter to the Yakima, Wash., community.

Meanwhile, the Teamsters effort to organize the state's 15,000 apple warehouse workers continues. The National Labor Relations Board has charged two of the key packers in the industry, Stemilt and Washington Fruit, with violating workers' rights to organize, including threatening to close their operations and to call the INS.

The NLRB ordered that the companies bargain with the Teamsters. Hearings are scheduled for Nov. 3 in Yakima and Nov. 17 in Wenatchee.



**Apple packinghouse workers in Washington State let their employer know they want a union.**

## Be Happy You're Poor?

Employers may live on the same planet we do, but they clearly live in different worlds. Take John Borton of Borton and Sons.

After 200 striking apple workers returned to work, Borton forced them to attend a captive-audience meeting.

Borton told the workers that he consults with God about the way he treats them. (Apparently Borton's God approves of a $5.15 starting rate, mandatory bathroom passes, and full-time jobs with no health insurance.)

Borton also told the workers that he knows they don't make enough to live on, but that's okay because poor people are happier than rich people!

Then he asked workers to drop the federal charges against him and abandon their efforts to unionize.

Be happy you're poor? No wonder Borton thinks members don't need a union.

# Waldbaum's Sellout and the Myth of 'Mob Power'

Local 806 Teamsters at Waldbaum's Central Islip. N.Y., facility face the elimination of 50 of 73 clerical jobs and the transfer of their work to nonunion employees in Patterson, N.J.

Contract language provided that some clerical jobs could be moved, but made clear that the changes could not be excessive. Members petitioned the local to take the matter to arbitration and to accept the International Warehouse Division's offer of help.

Local 806 Secretary-Treasurer Donald Calagna refused the International's help and told members that the best they could hope for was a severance package. Fighting the cuts in arbitration might make the company angry. "We don't want to rock the boat," he said.

The result? Fifty lost jobs without a fight. So much for the myth that mob connections give Teamster officials more "muscle" to deliver for the members.

Local 806 boss Calagna, another "Junior," is the son of Anthony Calagna, a reputed member of the Luchesse crime family who headed Local 295 until he was booted from the Teamsters.

Rank and file power — not old guard power — gets members results. That's a lesson that Local 707 warehouse workers should keep in mind as they prepare for their battle with Waldbaums when their contract expires in December.

**Northwest Airlines**

# Oct. 29 Campaign Takes Off in Communities

With the pilots' contract settled, Northwest flight attendants, members of Local 2000, are positioning themselves to win a good contract. Proposals from the union are now open and on the table, but the company isn't responding to the key issues—job security, retirement and wages.

The union says it's been too long already. "Two years of negotiations have generated a lot of talk but no real progress when it comes to controlling corporate greed at Northwest," said Billie Davenport, president of Local 2000. The union declared impasse on Oct. 2 and asked the National Mediation Board for assistance to speed up the process.

While flight attendants have been working at give-back wage rates, CEO John Dasburg has taken stock perks worth over $30 million dollars, in addition to his million-dollar salary and huge benefit package. Three other top executives cashed in company stocks for $14 million. Federal agents are now investigating Northwest's stock transactions.

In Minnesota, taxpayers have given Northwest over $800 million in subsidies to build new facilities. Says Davenpot, "Northwest should be held accountable. They should be providing decent jobs for the community in return for the millions in public contributions."

Meanwhile, the flight attendants' member-to-member contract campaign has been taking off. It began with a coordinator at each of Northwest's 10 bases. After two system-wide rallies, the number of areas and coordinators keeps growing.

On Oct. 29, flight attendants will take their campaign for good jobs to the community. In Honolulu and Minneapolis, thousands will rally at their state capitols. In San Francisco and Seattle, they'll rally at downtown ticket offices. In other cities flight attendants will bring the community to the airports to rally. Teamster members are urged to join events. Contact Anne Toombs for locations at 801-786-8575.

Minneapolis flight attendant Anne Meyer says, "Our campaign is growing. Our members are getting unified and we're reaching the public. Customers tell us they're on our side. They don't like Northwest's corporate greed that makes millionaires of CEOs and keeps their employees scrambling to make ends meet."

# America West Mechanics Reach Tentative Agreement

America West Airlines and its 400 Teamster mechanics have reached a tentative agreement on a first contract.

The five year pact is the result of a four-year campaign by the IBT and the mechanics to, first, win representation and then, along with Arizona Local 104, win a contract against determined resistance by management.

Provisions of the tentative agreement include:

- Average immediate wage increases of 14.4 percent, with up to 34 percent over five years and overtime pay for time worked over 8 hours a day, plus liscense and shift differentials;
- Mechanics will receive signing bonuses ranging from $500 for a one-year mechanic to $5,000 for those with 10 years or more of service;
- All mechanics fired in December 1995 will be offered their jobs back:
- A personal commitment by CEO William Franke to recommend to the full America West Board of Directors the return of "c-check" maintenance for one full line of 737s to be done in-house by America West mechanics. This could affect some 50 planes.

The organizing drive began in December 1995 after America West outsourced much of its maintenance work and fired half of its mechanics. Management even tried to exclude the fired mechanics from voting in the NLRB representation election but was turned back by the Board in that effort. The union won the representation election in April 1996 by an 83 percent margin.

Since then the mechanics have made bringing back the outsourced work their number one issue, citing their problems with the quality of the outsourced work and their concern for passenger safety.

In July, the carrier was fined a record $5 million by the Federal Aviation Administration because of maintenance problems.

# Letters From Our Members

## UPS Part-Timers Need Leedham

I am a UPS part-timer. We miss dearly the fighting leadership that President Ron Carey and the TDU team brought to rank and file Teamsters.

We are currently locked in a contract struggle to force UPS to respect our contract and create 10,000 new full-time inside jobs under Article 22. Part-timers understand better than most that the present vacuum of leadership at the IBT is crippling our ability to climb out of poverty and into full-time jobs. That is why we're supporting Tom Leedham and the Rank & File Power slate.

**Roger Wilkins**
**Local 315, UPS**
**Berkeley, Calif.**

## Leadership Lacking in Baltimore Local

I am writing in reference to the article on Yellow Freight and the use of subcontractors in the September issue of Convoy Dispatch. In the article reference is made to the company's ability to find weak leadership and take advantage of it.

Well let me tell you that no local is as weak as Local 557 in Baltimore.

Not only is Yellow subcontracting work (i.e. peddle runs), but our on-call men are told to start in the evening and subcontractors are pulling trailers out of our yard at 8:00 a.m.

Our local leadership told us that as long as the regular employees are guaranteed work, subcontractors can take loads out in the morning. As a result, we have noticed that Yellow in Baltimore is sizing down the fleet of city tractors in our yard. If the claim is that there are not enough qualified drivers, then why is Yellow leaving drivers home and using subcontractors? Where is the leadership?

I am aware that subcontracting is allowed in our contract but Yellow is abusing this language. Subcontracting was put into the contract for peak periods, not as a way to move regular freight volume. We need leadership that can put a stop to this abuse before there are no city drivers left. The time to stop this is now, and the real place is Baltimore.

**Jim Sadler**
**Local 557, Yellow Freight**
**Baltimore**

## TDU Meets

**Eastern Washington TDU**
**Two Meetings**
Saturday, Oct. 10
6 p.m.
St. Aloysius Catholic Church
213 N. Beech
Toppenish, Wash.
For information call (718) 624-7746

Sunday, Oct. 11
6:30 p.m.
PUD Building
(across from Memorial Park)
1411 W. Clark
Pasco, Wash.
For information call (718) 624-7746

**Northern California TDU**
Saturday, Nov. 20
10 a.m.
Recreation Room
22012 Sevilla Rd.
Hayward, Calif.
For information call (707) 426-5310

**Southern California TDU**
Sunday, Dec. 5
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.
For information call (562) 694-5831
or (760) 951-4949

**Wisconsin Badger State TDU**
First Saturday every month
10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair
Milwaukee, Wis.
For information call (414) 327-1489

## Re-employment Rule Too Restrictive

This letter is in response to the rules concerning re-employment in Central States.

I gave years of my life to earn my pension, and should not be punished now that I have retired from UPS. I agree that no retiree should take another Teamster's job, but too many restrictions are placed on a person like myself, too old to push a UPS package car under their conditions, but too young to just sit at home. Central States should be taken to court if necessary over these restrictions.

I also believe that a person should be given some credit for military time. Nowhere have I ever seen UPS, the union or TDU give members credit for being a veteran. If it were not for the veterans who defended our freedom, none of these organizations would exist.

**Earl Kinsey**
**Local 391, retired**
**Greensboro, N.C.**

## Ryerson-Tull Employees Beware!

Ryerson-Tull in Portland, Ore., has no more union trucks. They have gone to a logistics company.

The Portland plant, whose contract expired on Aug. 30, 1998, has brought in Logistic Express, a division of Swift Trucking, based in Phoenix. Ryerson Tull signed a five-year contract with Logistic Express and replaced the nine union drivers with only two weeks notice.

From what I have been able to gather, the company stalled Local 162 in negotiations until two weeks before the contract was up. Then the agent handling negotiations was told that all Ryerson wanted was to get a severance package together for the Teamster drivers because they were being permanently replaced.

We believe that unless we get the International union involved right now in some serious talks with Ryerson all union employees at Ryerson will face extinction.

Seattle Local 174 business agent Miguel Gomez, Local 174 Secretary-Treasurer Bob Hasegawa, along with Oakland, Calif., Local 70 stewards Jon Moura and Walt Mees, encourage all Ryerson-Tull union plants to get in touch with us immediately and let us know when your contract expires.

Time is short. We have less than 10 months to organize some kind of fight to keep our jobs and to keep Ryerson-Tull union.

**Walt Mees**
**Local 70, Ryerson-Tull steward**
**Oakland, Calif.**
**510-744-4161**

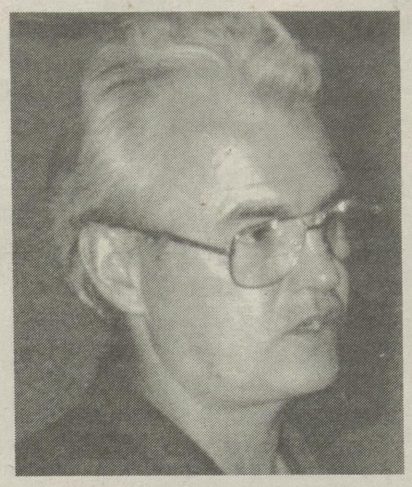
## Women Teamsters: Vote Leedham

If you are a woman in the Teamsters, the choice in this election is clear — Vote Leedham. I agree with the women who spoke out in the last issue of *Convoy* about how critical this election is to us and the difference reform has made in our lives.

Until we voted the Reform Slate to power in 1991, women and people of color were virtually nonexistent in places of respect and authority in the old guard Teamster locals and the top of our union.

We have since seen an IBT leadership that reflects the membership. We have seen a new IBT that offers labor education and benefits to local union officers and local union members, just for the asking. All you have to do is make a call!

Through the leadership (and pressure) from a more reform-minded IBT, many women and people of color now hold officer's and steward's positions in locals that would not have before reform.



## *I'll Be There*

***Bill Gibson***
***Local 96 Recording Secretary***
***Washington, D.C.***

*I went to my first TDU Convention last year, and I wouldn't miss it this year. I've been going to union conventions and seminars for over 20 years. The TDU Convention is the best event I've ever attended. It helped us gain information about activating and motivating our membership.*

*We formed a TDU chapter here in Baltimore just before the 1997 convention, and we've been active and growing stronger ever since. There is no better place for us to be to keep the activity going.*

None of this was true before 1991.

Let's not give that up or give it away for an empty promise of "Teamster Power" from Jr. Hoffa. True Teamster Power comes from membership involvement in all aspects of the union, from shop-floor representation, to fighting for stronger contracts, to holding top leadership accountable in directing our future.

Remember, just because the officers support Hoffa to get back their useless conferences and outrageous multiple pensions and salaries from dues paying Teamsters like you and me, that doesn't mean that the members are foolish enough to buy it!

Real Teamster power will come through continued reform and a future that promises that members in all locals will vote on local and IBT issues like raises in monthly dues, raises in local and IBT officers' salaries, pensions and benefits, elected stewards, and many other decisions on how our local and International union should be run.

Vote for continued progress in democracy and equality! Vote for a future for yourself and your children's children. Vote Teamster reform!

**Anne Paul-Schlegel**
**Local 25, UPS**
**Boston, Mass.**

# What's Junior Hoffa Afraid Of?

## Hoffa Wins Chicken Award

Junior Hoffa talks tough and says he's like his daddy, but on Oct. 6 he earned the Chicken Award for cowardice when he refused to debate reform candidate Tom Leedham.

The debate was scheduled for Oct. 19. Teamster Election Officer Michael Cherkasky proposed a professional format in which each candidate would get equal time. A panel of labor journalists would pose questions in front of an audience of Teamsters, with each campaign receiving an equal number of admittance tickets. What could be more fair?

But as this issue went to press, Junior Hoffa told the media that he would not debate Leedham.

"If Hoffa is afraid to take me on in a debate, then where is he going to find the guts to take on United Parcel Service or the freight companies?" asked Tom Leedham. "He knows if he debates me he won't be able to hide his connections to employers, anti-union politicians, and the Mob."

The Election Officer was negotiating to get the debate on national television and planned to make video tapes and transcripts available to members so they could learn about the candidates and make an informed decision.

**That's what Hoffa feared.** Members would see him on national TV for what he is—an empty suit.

If Junior Hoffa is too chicken to debate Tom Leedham, he's not tough enough to lead our union.

**Elect the Tom Leedham Rank & File Power Slate**